



Employment First Report

Improving Employment Outcomes for Oregonians
with Intellectual and Developmental Disabilities

Amended Report
October 15, 2016



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Note: This data report contains a compilation of data regarding supported employment for people with intellectual or developmental disabilities, (I/DD), as well as data specific to the Lane v. Brown Settlement Agreement (Lane Settlement Agreement). This October 2016 report updates the report issued in September 2016.

Executive Summary

Office of Developmental Disabilities Services' Employment Services in March 2016:

- 841 individuals used Individual Supported Employment;
- 591 individuals used Group Supported Employment;
- 943 individuals used Employment Path Community and earned a wage; and
- 1,452 individuals used Employment Path Facility and earned a wage.

Vocational Rehabilitation (VR) Employment Services to ODDS Clients in State Fiscal Year (SFY) 2016:

- 1,832 applicants to VR, an annual increase of 29 percent;
- 1,474 individuals entered an Individualized Plan for Employment (IPE), an annual increase of 39 percent; and
- 563 successful closures with Competitive Integrated Employment, an annual increase of 29 percent.

Sheltered Employment: There were 1,405 sheltered workers in March 2016, which is a decrease of 532 individuals from March 2015.

Average Hours and Wages: For individuals working in Individual Supported Employment with ODDS employment services, average wages were \$9.69 per hour. Average hours worked per week were 12.4.

Settlement Agreement Service Goal: Executive Order 15-01 required at least 2,200 transition-age or sheltered workers to be given an employment service from July 1, 2013 to June 30, 2016. This number was surpassed with 2,971 individuals receiving a new employment service.

Services for Transition-Age Individuals: Of the 2,971 people described in the paragraph above as having received an Employment Service, 1,859 were transition-aged individuals. The Settlement Agreement also requires that at least 50% of those transition-age individuals receive an IPE. Of the 1,859 counted, there were 1,485 transition-age individuals counted as receiving an IPE, (79.9%).

Metrics 9-11 in the Integrated Employment Plan (IEP): Metrics 9-11 in the IEP are required by the Settlement Agreement.

- **Metric 9** requires that the census of adults with developmental disabilities receiving ODDS employment services in a Sheltered Workshop setting to be no more than

1,860 by June 30, 2016. As of March 2016 (the closest counting date), there were 1,405 individuals in a Sheltered Workshop, indicating that this metric was met.

- **Metric 10** requires Oregon to decrease the number of hours for adults with developmental disabilities receiving ODDS Sheltered Workshop services to no more than 80,350 by June 30, 2016. March 2016 data indicates 73,019 hours were provided in a Sheltered Workshop setting, indicating that this metric was met.
- **Metric 11** requires that in SFY 2016, 130 individuals who were reported as receiving a sheltered workshop service newly obtain Competitive Integrated Employment (CIE). There were 143 such individuals who obtained CIE in SFY 2016, indicating that this metric was met.

Background

The Employment First team within the Department of Human Services (DHS) produces a semi-annual report to the Statewide Employment First Coordinator and the Executive Order Policy Group that provides data concerning Oregonians with intellectual and/or developmental disabilities (I/DD). This report outlines the employment statistics for Oregonians with I/DD found eligible for services through the Office of Developmental Disabilities Services (ODDS) and provides a detailed breakdown of their employment settings.

Executive Order 15-01¹ directs DHS to produce this document semi-annually. The Executive Order mandates that the report should include the number of individuals receiving employment services and the number of individuals working in sheltered employment, self-employment, group employment or an individual integrated employment setting. The Executive Order also requires the report to detail the number of hours worked per week and hourly wages paid to those people; the choices made by individuals between integrated work, sheltered work, not working; and any complaints and grievances.

Pursuant to the Lane Settlement Agreement,² going forward, these reports also will be provided to the Independent Reviewer and the lawyers for the plaintiffs in Lane, including the United States Department of Justice. Section XIII of the Lane settlement agreement requires additional data to be published in the reports.

The general report process, the publication of this document, and technical aspects of conducting the data analysis for the report are managed by the Employment First Data Analyst within DHS. Technical assistance and data came from: Vocational Rehabilitation (VR), ODDS, Oregon Department of Education (ODE), and the Oregon Employment Department.

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¹ Available at: http://www.oregon.gov/gov/Documents/executive_orders/eo_15_01.pdf

² Available at: <http://www.oregon.gov/DHS/EMPLOYMENT/EMPLOYMENT-FIRST/Documents/Lane%20v%20Brown%20Proposed%20Settlement.pdf>

Definitions

Attendant Care: This includes assistance with Activities of Daily Living (ADL), Instrumental Activities of Daily Living (IADL), and health-related tasks. This service may occur in a work, community or home setting. However, service or support may not be used for support to do sheltered work.

Competitive Integrated Employment: Consistent with the federal Workforce Innovation and Opportunity Act (WIOA), means work that is performed on a full-time or part-time basis (including self-employment) for which an individual:

- a. Is compensated at a rate that:
 1. Meets or exceeds state or local minimum wage requirements, whichever is higher;
 2. Is not less than the customary rate paid by the employer for the same or similar work performed by other employees who are not individuals with disabilities, and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills; or
 3. In the case of an individual who is self-employed, yields an income that is comparable to the income received by other individuals who are not individuals with disabilities, and who are self-employed in similar occupations or on similar tasks and who have similar training experience, and skills; and
- b. Is eligible for the level of benefits provided to other employees; and
- c. Is at a location where the employee interacts with other persons who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who are not individuals with disabilities and who are in comparable positions interact with other persons; and
- d. As appropriate, presents opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

Day Support Activities (DSA): Other day services referenced throughout this report include support (attendant care assistance, supervision, skills training, or backup support, etc.) to meet Activities of Daily Living/Instrumental Activities of Daily Living needs (ADL/IADL), including socialization, that is provided in a group setting by a certified provider organization in a community or facility setting. This is billed under the K-Plan and is not a waiver funded employment service.

Employment Services: (As defined under Oregon Administrative Rule 407-025 regarding integrated employment services for individuals with I/DD) means services provided or funded by ODDS or VR that are intended to assist an individual with an intellectual or developmental disability (I/DD) to choose, get, learn, and keep work in an integrated employment setting. Evidence-based practices will be utilized in instances where they exist. Employment services shall be self-directed and “individualized,” meaning that

services shall be individually planned, based on person-centered planning. Employment services may include post-secondary education and training to the extent they reinforce employment goals and are reflected in a person's Individual Support Plan (ISP) or individual plan for employment services.

The Lane Settlement Agreement contains a lengthier definition of "Supported Employment Services." This data report continues to use the definition of Employment Services found in the Executive Order and OAR 407-025, and therefore this report may undercount Supported Employment Services provided through ODDS and VR.

EOS: The Employment Outcomes System (EOS) is a system for collecting semi-annual data on the employment outcomes of adults with I/DD, who are receiving employment services. Data is provided by qualified employment service provider entities. This is a web-based system with data reported for services provided semi-annually in the months of March and September of the given year.

eXPRS: Is the payments and billing system for the purpose of authorizing, claiming, and paying for services approved in an ODDS Service Recipient's ISP.

Individual Supported Employment: As defined in OAR Chapter 411, division 345, means an individual job in a competitive integrated employment setting in the general workforce that is compensated at or above the State minimum wage, including customized or self-employment. As of July 2015, ODDS Service Recipients in Individual Supported Employment (initial or ongoing) are by definition also in Competitive Integrated Employment.

Integrated Employment Setting:

- a. An employment setting that satisfies the requirements for Competitive Integrated Employment, as defined above; or
- b. At a location where the employee interacts with other persons who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who are not individuals with disabilities and who are in comparable positions interact with other persons; and that, as appropriate, presents opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

Employment in an Integrated Employment Setting cannot be facility-based work in a Sheltered Workshop, and cannot be non-work activities such as Day Support Activities. Employment in an Integrated Employment Setting will compensate individuals with I/DD at or above the minimum wage.

Integrated Employment numbers in this report are calculated by combining Small Group Employment and Individual Supported Employment plus ODDS Service Recipients working with natural supports

ODDS: The Office of Developmental Disabilities Services (ODDS) is a program within DHS. ODDS is responsible for planning, service delivery, payment and quality assurance for all service and supports to people eligible for I/DD services in Oregon. Services and supports may range from information and referral, to case management, or hourly services, to assist an individual to live in their own home, access employment or other day services.

ODDS Service Recipient: An individual with I/DD found eligible for services may access ODDS services through Community Developmental Disability Program (CDDP), Support Services Brokerage, or other services. This designation constitutes the universe of individuals receiving services through ODDS. Individuals with I/DD in this report refer only to those who are receiving ODDS services.

Sheltered Workshop: A facility in which individuals with I/DD are congregated for the purpose of receiving employment services and performing work tasks for pay at the facility. A Sheltered Workshop primarily employs individuals with I/DD and other disabilities, with the exception of service support staff. A Sheltered Workshop is a fixed site that is owned, operated, or controlled by a provider, where an individual has few or no opportunities to interact with non-disabled individuals, except paid support staff. A Sheltered Workshop is not Small Group Employment in an Integrated Employment Setting, and is not otherwise an Integrated Employment Setting.

Sheltered Workshop Worker: An individual with I/DD found eligible for ODDS employment services and who is billed under Employment Path Facility by an ODDS employment provider that has been assessed to be a Sheltered Workshop.

Small Group Employment: Refers to work performed in regular business, industry, and community settings by groups of two to eight individuals with I/DD. It is not Competitive Integrated Employment, which is the much-preferred and optimal form of employment for Oregonians with I/DD, but it can have value as a way to offer additional opportunities for integration and employment. Small Group Employment support is provided in an Integrated Employment Setting and in a manner that promotes integration into the workplace and interaction between participants and people without disabilities. Small Group Employment must allow an individual to interact with non-disabled persons in a manner typical to the employment setting. The wage paid to the supported individual must meet or exceed state and local minimum wage requirements as specified in Competitive Integrated Employment, and the individual must maintain goals to pursue Competitive Integrated Employment opportunities.

Vocational Rehabilitation (VR): VR, (formerly OVRs) is a vocational rehabilitation program within DHS. It is a state and federally-funded program which assists individuals with disabilities to secure, maintain, and advance in Competitive Integrated Employment. VR is an eligibility-based program. An individual's services are dictated by his/her particular situation and vocational goal. VR is a voluntary program and may be used multiple times.

Employment Data

There are three primary sources of employment data for ODDS Service Recipients that Oregon's Employment First team utilizes in its reports. They are:

- EOS data;
- eXPRS billing data for ODDS employment services; and
- VR data.

EOS

The March 2016 EOS census of employment outcomes provided to ODDS service recipients tracks the individuals who received employment supports from ODDS in a paid job setting for that month. During that period, the census shows that 3,369 unique individuals (**Table 1**) received paid employment supports. Of those, 1,304 (39%) unique individuals worked in at least one Integrated Employment Setting³, including Individual Supported Employment⁴ and Small Group Employment. Of those billed under Individual Supported Employment, 10 were reported to have been self-employed⁵.

Date	Supported Employment		Path to Employment		Total Paid Job Setting		
	Individual Supported*	Small Group Supported	Employment Path-Community	Employment Path-Facility	Total Paid Jobs (Duplicated)	Total Supported Integrated Employed**	Total Employed**
Mar-2016	841	591	943	1,452	3,841	1,304	3,369
Sep-2015	743	609	857	2,010	4,219	1,292	3,789
Mar-2015	577	824	547	2,189	4,137	1,359	3,733

Source: Employment Outcomes System (EOS) census for March 2016 ODDS employment services.

*Individual supported employment billed under "initial" or "ongoing" supported employment or attendant care with a wage. Data does not include ODDS clients supported by personal support workers (PSWs) or natural supports.

**Does not count ODDS service recipients working only with natural supports or supported by a PSW. Total numbers include individuals working in more than one employment setting, but they are not double counted.

Table 1

Chart 1 (below) compares data for two months, March 2015 to March 2016, and shows the employment trend during that period. Over the one-year period, the changes in numbers included the following:

- Individual Supported Employment – the number of individuals increased by 264, a 45.8 percent increase;
- Small Group Employment – the number of individuals dropped by 233 individuals, a 28.3 percent decrease.

³ Both Individual Supported Employment and Small Group Employment settings must be Integrated Employment.

⁴ As of July 1, 2015, all Service Recipients billed under Individual Supported Employment (initial and ongoing) and attendant care earning a wage must comply with the Competitive Integrated Employment standard.

⁵ Additional information for data broken out by target population can be found in Appendix A.

- Employment Path Facility – the number of individuals dropped by 737, a 33.7 percent decrease.
- Employment Path Community – the number of individuals increased by 410, a 75 percent increase.

The reduction in Small Group Employment was expected due to policy changes by ODDS. ODDS required that those using Small Group Employment service must earn at least minimum wage (\$9.25 in Oregon in 2015) by July 1, 2015 in order to continue billing for the Small Group Employment service. If a provider chose to continue to pay sub-minimum wage, it was required to change billing to Employment Path Community.

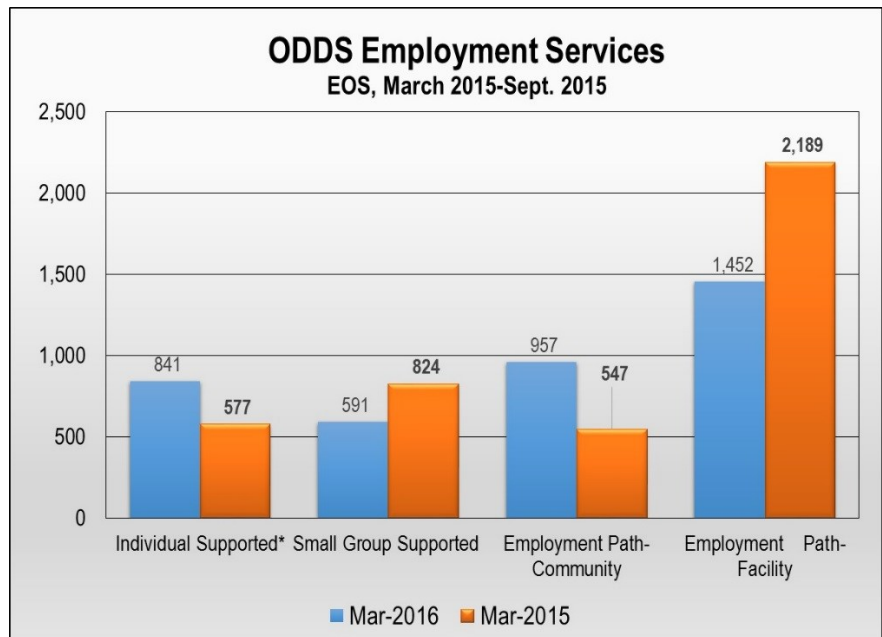


Chart 1

The drop of 737 individuals working in Employment Path Facility is likely attributed to the ongoing Employment First efforts and federal Home & Community Based Services requirements to transform sheltered workshops into community-based employment service providers.

Wages and Hours

According to the March 2016 EOS census of employment services provided to ODDS service recipients the average wage⁶ (Chart 2) in that month for ODDS Service Recipients billed under the following service categories were:

- Individual Supported Employment – \$9.69 per hour;
- Small Group Employment – \$9.25 per hour;
- Employment Path Facility⁷/Sheltered Employment – \$4.83 per hour
- Employment Path Community with a wage – \$6.99 per hour; and
- Self-Employment – \$10.08 per hour.

⁶ Tables for charts are available in Appendix A. Detailed provider reports are at: <https://spdweb.hr.state.or.us/EOS/>.

⁷ Not all Service Recipients billed under Employment Path Facility or Employment Path Community earn a wage. eXPRS billing data reflect all individuals in these services regardless of earnings.

Chart 2 (below) shows the wage trends based on EOS data. Comparing March 2016 EOS with the previous EOS in September 2015: average hourly wages in Individual Supported Employment dropped by \$0.55,⁸ Small Group Employment dropped by \$0.02, Employment Path Community wages increased by \$0.54.

According to the March 2016 EOS census, 99.5 percent of ODDS Service Recipients using Individual Supported Employment earned minimum wage or higher. Small Group Employment had 98.7 percent of workers that had a wage reported as earning minimum wage or higher.⁹

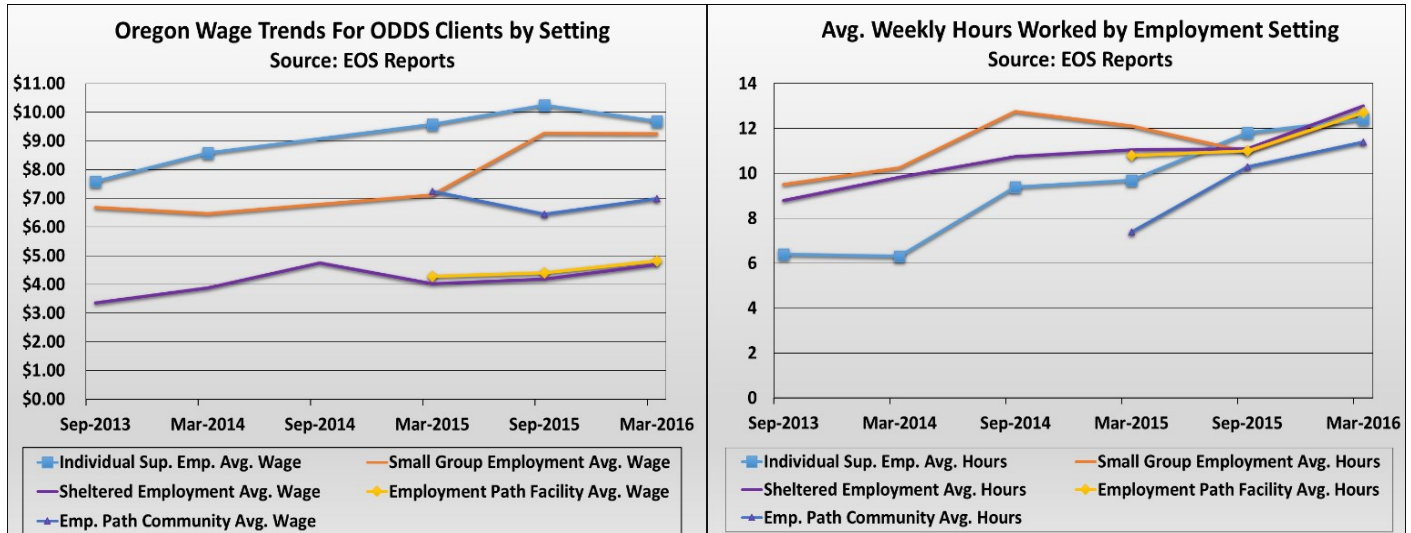


Chart 2

Chart 3

As shown in **Chart 3**, according to the March 2016 EOS, the average weekly hours were:

- Individual Supported Employment – 12.4 hours per week;
- Small Group Employment – 12.7 hours per week;
- Sheltered Employment – 13 hours per week;
- Employment Path Facility with a wage¹⁰ – 12.7 hours per week
- Employment Path Community with a wage – 11.4 hours per week; and
- Self-employment – 7.4 hours per week.

Of the 841 individuals working in Individual Supported Employment, 181 (21.5%) worked an average of 20 hours or more. This is a 212 percent increase from the 58 individuals who were counted in the prior year.

Broken out by Target Population, the percentage of individuals with I/DD who receive Supported Employment Services under the Lane Agreement and who are working in a

⁸ This is most likely due to an outlier wage (one wage significantly higher than others) that was left in the average wage calculation in the previous census and not an actual average wage loss for March 2016.

⁹ ODDS will look at the instances in which minimum wage was not paid in Small Group Employment and individual Supported Employment and require retroactive reclassification or back pay to comply with the minimum wage standard.

¹⁰ Not all Service Recipients billed under Employment Path Facility or Community earn a wage.

Competitive Integrated Employment Setting at least 20 hours per week is was 19.4 percent of Transition-aged individuals and 5.6 percent of current Sheltered Workers. As for the average time that an individual worked in Individual Supported Employment, EOS data shows that the average for all workers is 3.25 years, with transition-aged individuals working an average of 1.2 years and current Sheltered Workers working an average of 3.92 years.

Sheltered Employment

As **Table 1** above reports, 1,452 ODDS service recipients earned a wage in Employment Path Facility services in March 2016. ODDS has reviewed Employment Path Facility service settings to determine which ones are Sheltered Workshops as defined by Executive Order 15-01. As shown in **Chart 4**, and according to the March 2016 EOS census, 1,405¹¹ of the 1,452 ODDS Employment Path Facility service recipients are working in Sheltered Employment. This is a decrease of 365 individuals (-20.6%) from the September 2015 count of 1,770 individuals working in a Sheltered Workshop and an annual decrease of 532 (-27%) compared to the March 2015 EOS count.

eXPRS Billing Data

Billing data for employment and day services gives another look at employment trends for individuals with I/DD. **Chart 5** plots employment and day services¹² billed from the start of eXPRS billing data since September 2014.

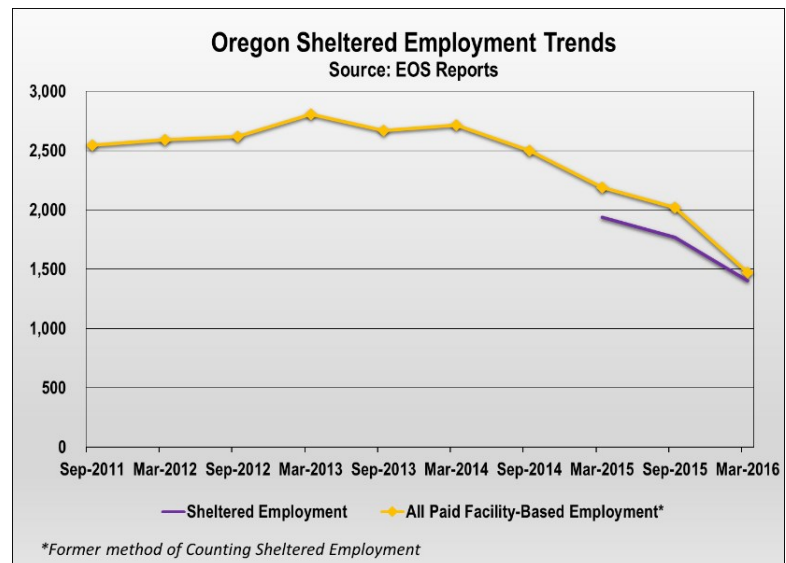


Chart 4

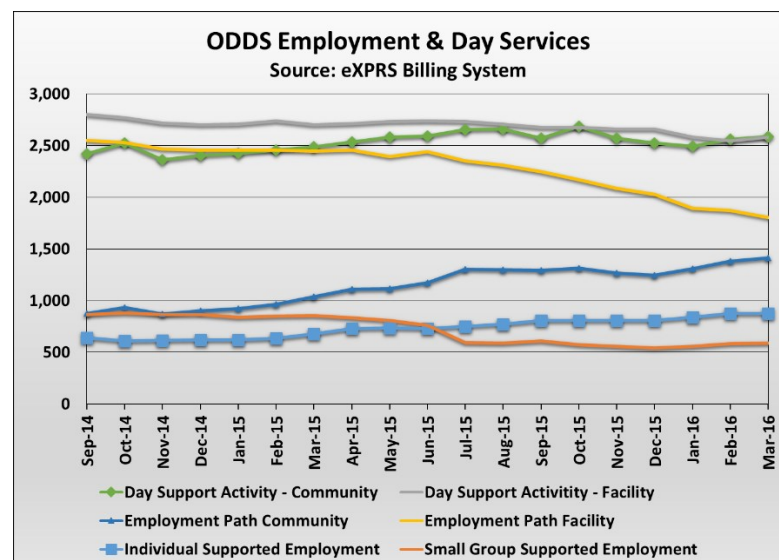


Chart 5

¹¹ See Appendix B for a detailed breakout by provider.

¹² Attendant care billing is excluded from these calculations because the service can be given at home or in the community, and there is no current method of differentiating between the two. In addition, Discovery and Job Development Services are not included because these are outcomes-based services.

As shown in Chart 5, the number working in Individual Supported Employment has steadily increased since billing began in September 2014, while the number working in Employment Path Facility has steadily declined.

As mentioned above, the employment trends in Employment Path Community and Small Group Employment during the second and third quarter of 2015 are more affected by policy changes.

VR Data

According to VR data¹³ for ODDS service recipients, growth in several key areas continued in SFY 2016 (**Table 2**).

In SFY 2016 (July 1, 2015-June 30, 2016) there were:

- 1,832 applicants to VR, an annual increase of 29 percent;
- 1,474 individuals entered an IPE, an annual increase of 39 percent; and
- 563 individuals successfully closed with Competitive Integrated Employment, an annual increase of 29 percent.

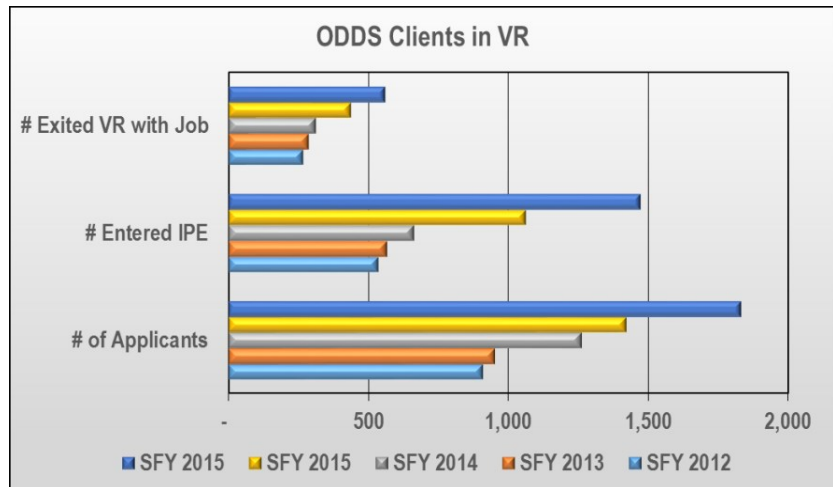


Chart 6

ODDS Clients in VR						
State Fiscal Year	# of Applicants	Annual % Increase	# Entered IPE	Annual % Increase	# Exited VR with Job	Annual % Increase
SFY 2012	910		537		267	
SFY 2013	952	5%	568	6%	287	7%
SFY 2014	1,263	33%	663	17%	314	9%
SFY 2015	1,422	13%	1,062	60%	438	39%
SFY 2016	1,832	29%	1,474	39%	563	29%
Total	6,379		4,304		1,869	

Table 2

Looking at all open VR cases for ODDS clients in SFY 2016, 137 VR counselors served 3,692 unique ODDS clients who had a case open at some time in SFY 2016.

Currently DHS/Work Incentives Network contracts with six Independent Living Centers to provide benefits counseling throughout the state. In total, the six centers have hired 11.75 counselors. Disability Rights Oregon also administers a benefits planning program call Plan for Work. Both programs serve all types of disabilities, not just the I/DD population. ODDS is currently in the process of getting permission from Centers for Medicare and Medicaid Services to have benefits planning be an approved waived service. If this

¹³ VR Outcomes by provider s listed in Appendix C.

happens, ODDS expects that it will increase the amount of certified benefits counselors available specifically for the I/DD population.

Integrated Employment Plan Measures 5 & 9-11

Oregon's July 6, 2015 Integrated Employment Plan (IEP) lays out several goals, three of which (metrics 9-11) were adopted into the Lane Settlement Agreement. Another metric, metric 5, is also discussed in the Lane Settlement Agreement, but is not subject to the same terms as metrics 9-11.¹⁴

5. Increase the percentage of adults with developmental disabilities receiving ODDS employment services who are working in individual integrated employment settings who work 20 or more hours per week.

March EOS data is used with this metric. As set forth in the July 2015 Integrated Employment Plan, the SFY 2016 target is that 11.1 percent of individuals working in Individual Supported Employment have an average of 20 hours per week or more. According to the March 2016 EOS, 21.5 percent of individuals working in Individual Supported Employment were working 20 hours or more. Numerically, the number of persons increased from 58 in 2015 to 181 adults with I/DD working in individual integrated employment settings for 20 or more hours per week. This meets the requirement in the agreement.

9. Decrease the census of adults with developmental disabilities receiving ODDS employment services who are reported as receiving sheltered workshop services.

The SFY 2016 target was that there be no more than 1,860 individuals working in a Sheltered Workshop in the March 2016 EOS census. This goal was adopted in the Lane Settlement Agreement. The March 2016 EOS census calculated that, there were 1,405 individuals in sheltered employment (an annual reduction of 532 individuals), which meets the requirement in the Agreement.

10. Decrease the number of hours adults with developmental disabilities receiving ODDS employment services are reported as receiving sheltered workshop services.

The SFY 2016 target was there be no more than 80,350 hours worked in sheltered employment in the March 2016 EOS Census. This goal was adopted in the Lane Settlement Agreement. The March 2016 EOS census calculated that there were

¹⁴ For example, the Lane Settlement Agreement provides that the "State shall collect and report the percentage of individuals with I/DD who receive Supported Employment Services under this Agreement and who are working in an Integrated Employment Setting at least 20 hours per week. If the data reported by the State does not indicate that this percentage has increased by the percentage adopted by the Executive Order's Policy Group, the State and the Independent Reviewer will meet in good faith to discuss additional actions that may be taken to enhance the employment outcomes under this Agreement. The State shall not be required to take any actions recommended by the Independent Reviewer." (Agreement, V(2)).

73,019 hours worked in sheltered employment, which is less than the 80,350 hours and meets the requirement in the Agreement.

11. Increase the number of adults with developmental disabilities receiving ODDS employment services and reported as receiving sheltered workshop services who obtain Competitive Integrated Employment.

The SFY 2016 target was a goal that 130 individuals in the sheltered workshop class obtain new Competitive Integrated Employment. This goal was adopted in the Lane Settlement Agreement, with the additional requirement that this metric applies to newly obtained job placements in which employment has been retained for at least 90 days, regardless of whether a person subsequently loses his or her job. In SFY 2016, 143 individuals obtained Competitive Integrated Employment for at least 90 days, in excess of the requirement.

Employment Services to Target Populations

The Settlement Agreement requires that the State shall achieve the Service Outcomes set forth in Section IV.3 of the Executive Order, which provides that “By July 1, 2016 ODDS and/or OVRs will have provided Employment Services, as defined by this Order, to at least 2,200 individuals” in the target populations.

Executive Order Employment Services To Target Population				
Employment Service	SFY 2014	SFY 2015	SFY 2016	Total
VR Entered IPE	430	724	987	2,141
Completed Discovery Profiles	*	287	502	789
New Individual Integrated Employment from ODDS	143	146	266	555
New Small Group Supported Employment	223	138	163	524
Brokerage Employment Service	170	**	**	170
Total Employment Services in SFY Year	966	1,295	1,918	4,179
Total Unique Clients Served in SFY Year	882	1,128	1,577	2,971

*Service not available in SFY 2014

**Service no longer available

Table 3

There are two target populations. The first is anyone found to have been employed in a Sheltered Workshop on or after March 2012. This date was used because it is the closest date for which EOS data is available, and therefore comes closest to the January 2012 date used in the Lane Settlement Agreement. The second target population is transition youth with I/DD ages 14-24 found eligible for ODDS services on or after January 15, 2012.

In SFY 2016 there were 1,918 new employment services¹⁵ given to both target populations. This number includes some people who received more than one service. When that duplication is removed, 1,577 unique individuals (**Table 3**) received services in SFY 2016. This is a 40 percent increase in individuals in the target populations receiving at least one new employment service compared with SFY 2014.

When all individuals in the target populations that received an employment service are added together and unduplicated for SFY 2014-2016 (July 1, 2013 to June 30, 2016), 2,971 unique individuals in the target populations received an employment service since July 1, 2013. This exceeds the minimum number of unique individuals required under the Settlement Agreement of 2,200, by 711.

As noted in **Chart 7**, of the 2,971 individuals who received a new employment service, 1,112 were in a Sheltered Workshop during or after March 2012. Also, 1,879 receiving a new employment service were transition-age (**Chart 7**). These two categories are not mutually exclusive; 284 of those who received a service and who were found to have been in a Sheltered Workshop were also transition-aged people; another 1,575 transition-aged people who received a service had not worked in a sheltered workshop.

The Lane Settlement Agreement also requires that at least half of the transition-age target population that is counted as having received a new employment service by July 1, 2022 will also receive an IPE from VR. The total count of transition-age individuals receiving a new service from July 1, 2013 to June 30, 2016 was 1,859 (1,575 transition-age only plus 284 transition-age in a sheltered workshop) and the total count of those who received an IPE was 1,485. This means that 79.9 percent got an IPE from VR.

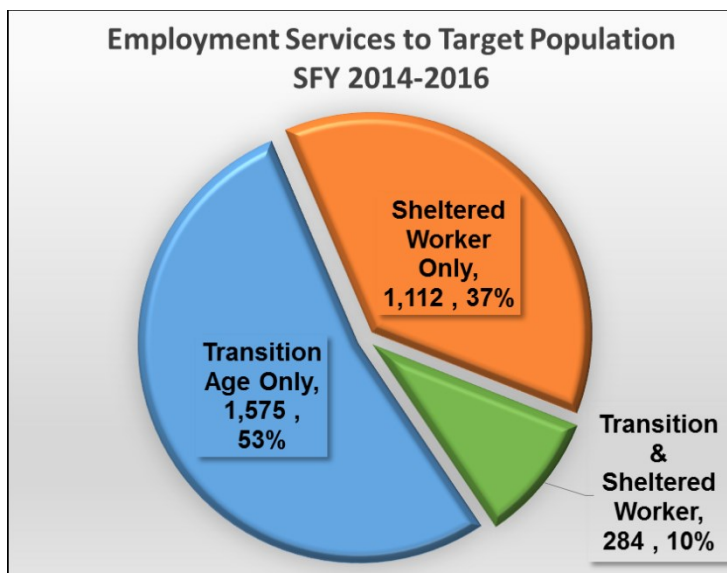


Chart 7

Complaints and Grievances

The following numbers reflect complaints or hearings that reach the state level, and do not include complaints that are resolved at the local level:

¹⁵ This calculation was completed without all SFY 2016 data available due to a reporting lag. This number is therefore incomplete. Future reports will update this number, and are expected to include upward revisions of the number of employment services given.

VR received 10 dispute resolution (hearing or mediation) requests between January 1, 2016 and June 30, 2016. None came from individuals identified as having an intellectual or developmental disability.

Between January 1, 2016 and June 30, 2016, ODDS received two employment-service-related complaints. The subject of these complaints was reduction of sheltered workshop hours due to provider transformation from facility-based employment services to integrated employment services. During that same time, ODDS had five employment-service-related hearing requests. The subject of these hearings were: involuntary exit/transfer from a facility-based employment setting (three hearings); denial of entry into a sheltered workshop (one hearing); and involuntary exit/transfer from job coaching (one hearing).

Between January 1, 2016 and June 30, 2016, Oregon Department of Education received no complaints that involve employment-related transition services. During that same time, ODE received no employment-related due process hearing requests.

Appendix A.

Appendix A.1: Tables for EOS Data and eXPRS Billing

Employment Counts** for Target Population						
Population	Individual Sup. Emp.	Self- Employed	Small Group Employment	Sheltered Employment	Employment Path Facility	Emp. Path Community
Total ODDS Population	841	10	591	1,405	1,452	943
ODDS Transition-age (14-24)	196	2	79	116	118	93
ODDS Sheltered Worker in March 2016*	36		62	1,405	1,405	164
Hours for Target Population						
Population	Individual Sup. Emp. Avg. Hours	Self- Employed Avg. Hours	Small Group Employment Avg. Hours	Sheltered Employment Avg. Hours	Employment Path Facility Avg. Hours	Emp. Path Community Avg. Hours
Total ODDS Population	12.4	7.4	12.7	13.0	12.7	11.4
ODDS Transition-age (14-24)	12.3	2.6	11.9	11.6	11.5	13.8
ODDS Sheltered Worker in March 2016*	7.1		6.3	13.0	13.0	4.8
Wages for Target Population						
Population	Individual Sup. Emp. Avg. Wage	Self- Employed Avg. Wages	Small Group Employment Avg. Wage	Sheltered Employment Avg. Wage	Employment Path Facility Avg. Wage	Emp. Path Community Avg. Wage
Total ODDS Population	\$ 9.69	\$ 10.08	\$ 9.25	\$ 4.69	\$ 4.83	\$ 6.99
ODDS Transition-age (14-24)	\$ 9.43	\$ 9.63	\$ 9.30	\$ 5.16	\$ 5.24	\$ 6.59
ODDS Sheltered Worker in March 2016*	\$ 9.81		\$ 9.29	\$ 4.69	\$ 4.69	\$ 6.73

*Data only includes sheltered workers currently working in a sheltered workshop.

**Data reflects March 2015 counts broken out by target population. Historical table for all ODDS clients is in Table 1

Appendix A.2: Table for Chart 2

Date	Individual Sup. Emp. Avg. Wage	Small Group Employment Avg. Wage	Sheltered Employment Avg. Wage	Employment Path Facility Avg. Wage	Emp. Path Community Avg. Wage
Mar-2016	\$ 9.69	\$ 9.25	\$ 4.69	\$ 4.83	\$ 6.99
Sep-2015	\$ 10.24	\$ 9.27	\$ 4.18	\$ 4.41	\$ 6.45
Mar-2015	\$ 9.57	\$ 7.11	\$ 4.03	\$ 4.27	\$ 7.25
Sep-2014			\$ 4.74		
Mar-2014	\$ 8.58	\$ 6.46	\$ 3.88		
Sep-2013	\$ 7.59	\$ 6.68	\$ 3.35		

Appendix A.3: Table for Chart 3

Date	Individual Sup. Emp. Avg. Hours	Small Group Employment Avg. Hours	Sheltered Employment Avg. Hours	Employment Path Facility Avg. Hours	Emp. Path Community Avg. Hours
Mar-2016	12.4	12.7	13.0	12.7	11.4
Sep-2015	11.8	11.0	11.1	11.0	10.3
Mar-2015	9.7	12.1	11.1	10.8	7.4
Sep-2014	9.4	12.8	10.8		
Mar-2014	6.3	10.3	9.8		
Sep-2013	6.4	9.5	8.8		

Appendix A.4: Table for Chart 4

Date	Sheltered Employment	All Paid Facility-Based Employment*	Annual % Change
Mar-2016	1,405	1,470	-27.5%
Sep-2015	1,770	2,010	-19.6%
Mar-2015	1,937	2,189	-19.3%
Sep-2014		2,500	-6.4%
Mar-2014		2,713	-3.3%
Sep-2013		2,671	2.0%
Mar-2013		2,806	8.3%
Sep-2012		2,619	2.9%
Mar-2012		2,591	
Sep-2011		2,546	

*Former method of counting sheltered employment

Appendix A.5 & A.6: Tables for Chart 5

Employment & Day Services SFY 2015	Sep-14	Oct-14	Nov-14	Dec-14	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Annual Total
Completed Discovery Profiles	5	7	24	30	42	41	59	52	57	86	402
Day Support Activity - Community	2,419	2,525	2,362	2,406	2,423	2,454	2,486	2,533	2,580	2,592	3,617
Day Support Activity - Facility	2,801	2,767	2,714	2,702	2,707	2,738	2,700	2,709	2,731	2,739	3,466
Employment Path Community	876	932	872	903	921	963	1,035	1,108	1,115	1,174	1,857
Employment Path Facility	2,552	2,529	2,467	2,458	2,456	2,457	2,444	2,457	2,393	2,438	3,210
Individual Supported Employment	641	610	612	621	621	636	679	730	732	729	1,022
Small Group Supported Employment	864	879	866	867	840	847	856	831	807	758	1,142
Total Unique Clients Served in Month	6,236	6,258	6,179	6,196	6,180	6,204	6,248	6,290	6,353	6,410	7,451

Distinct count of ODDS clients by month billed by providers

Billing data pulled on 8-8-2016. July and August billing data not available

Distinct count of ODDS clients by month billed by providers. Billing data pulled on 2-16-2016

Employment & Day Services SFY 2016	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Annual Total
Completed Discovery Profiles	59	78	87	70	57	76	53	68	61	56	50	47	758
Day Support Activity - Community	2,653	2,658	2,573	2,683	2,569	2,525	2,493	2,558	2,586	2,624	2,551	2,468	3,793
Day Support Activity - Facility	2,734	2,708	2,675	2,677	2,660	2,657	2,581	2,547	2,580	2,531	2,444	2,354	3,385
Employment Path Community	1,301	1,299	1,292	1,314	1,268	1,245	1,309	1,380	1,415	1,432	1,414	1,314	2,299
Employment Path Facility	2,352	2,308	2,249	2,167	2,085	2,030	1,893	1,870	1,802	1,739	1,675	1,528	2,564
Individual Supported Employment	750	772	805	810	810	810	839	874	875	855	817	644	1,213
Small Group Supported Employment	595	586	609	571	555	544	558	584	590	588	555	482	883
Total Unique Clients Served in Month	6,397	6,361	6,356	6,330	6,240	6,209	6,172	6,193	6,166	6,068	5,854	5,329	7,618

Distinct count of ODDS clients by month billed by providers

Billing data pulled on 8-8-2016

Billing data for SFY 2016 is incomplete since providers have up to one year to bill for services

Appendix A.7 and A.8: Target Population Breakout for Table 2

Transition-Age ODDS Clients in VR						
State Fiscal Year	# of Applicants	Annual % Increase	# Entered IPE	Annual % Increase	# Exited VR with Job	Annual % Increase
SFY 2012	511		301		148	
SFY 2013	517	1%	318	6%	165	11%
SFY 2014	673	30%	347	9%	169	2%
SFY 2015	718	7%	555	60%	224	33%
SFY 2016	774	8%	642	16%	286	28%
Total	3,193		2,163		992	

Sheltered Workers in ODDS Who Applied to VR						
State Fiscal Year	# of Applicants	Annual % Increase	# Entered IPE	Annual % Increase	# Exited VR with Job	Annual % Increase
SFY 2012	149		74		34	
SFY 2013	168	13%	80	8%	33	-3%
SFY 2014	248	48%	122	53%	39	18%
SFY 2015	320	29%	228	87%	76	95%
SFY 2016	466	46%	407	79%	108	42%
Total	1,351		911		290	

Appendix A.9, A.10 and A.11: Target Population Breakout for Table 3

Supported Employment Services To Target Population In SFY 2014			
Employment Service	Transition Age	Sheltered Workers	Total Unique Counts
VR Entered IPE	347	122	430
New Individual Integrated Employment from ODDS	34	128	143
New Small Group Supported Employment	64	188	223
Brokerage Employment Service	100	106	170

Supported Employment Services Services To Target Population In SFY 2015			
Employment Service	Transition Age	Sheltered Workers	Total Unique Counts
VR Entered IPE	555	228	724
Completed Discovery Profiles	142	168	287
New Individual Integrated Employment from ODDS	81	75	146
New Small Group Supported Employment	50	113	138

Supported Employment Services To Target Population In SFY 2016			
Employment Service	Transition Age	Sheltered Workers	Total Unique Counts
VR Entered IPE	642	407	987
Completed Discovery Profiles	219	309	502
New Individual Integrated Employment from ODDS	157	125	266
New Small Group Supported Employment	61	122	163

**Supported Employment Services methodology calculated under Executive Order 15-01 section IV requirements*

Appendix A.12: Provider Performance through Billing Data

Provider Name	Disco very	Emp. Path - Community	Emp. Path - Facility	Individual Supported Emp. - Initial Job Coaching	Individual Supported Emp. - Ongoing Job	Small Group Supported Employment	Grand Total
ABILITIES AT WORK FKA OREGON EMPLOYMENT SERVICES	16	33	37	12	39	43	92
ABILITREE	9	33	61	8	14	30	68
ABILITY TRAINING SERVICES LLC	5			2	2		8
ACCESS UNLIMITED INC					2		2
ACKLEY COUNSELING AND EMPLOYMENT SERVICES	13	1			4		17
ADULT LEARNING SYSTEMS OR INC	2	9	5		7	10	24
ALBERTINA KERR CENTERS	16	90	104	8	12	5	152
ALTERNATIVE SVCS OREGON INC	7	17	60	3	5	20	72
ALTERNATIVE WORK CONCEPTS	1	1			17		18
ALVORD TAYLOR INC		6			1		7
ARC OF LANE COUNTY	9	20	9	1	3		32
BARBADILLO, DENNIS R	2				1		3
BAY AREA ENTERPRISES	11				5	6	20
BENCO INC		3	1	1	5		7
BENDER REHABILITATION & CONSULTING LLC					2		2
BETHESDA LUTHERAN COMMUNITIES INC	8	9	7	7	27	9	53
BLUESUN INC				1	2		2
BRIDGES ENTERPRISES LLC		9	3		1	4	11
CASCADIA EXPEDITIONS		1					1
CATHOLIC COMMUNITY SERVICES	5	9		2	5		17
CENTRAL OREGON COLLECTIVE FKA RESIDENTIAL ASSIST		1	6				7
CO OPPORTUNITY INC FKA CENTER ENTERPRISES INC	7	39	14			3	39
COAST REHAB SERVICES	13	22	16			27	47
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	4	29	4	8	15		42
COMMUNITY ACCESS SERVICES II INC	8	35	32	9	29	9	62
COMMUNITY BASED ACTIVITY PROGRAM	1	1	1				3
COMMUNITY SERVICES INC	1	17	19				22
COMMUNITY VISION INC	3	1			11		13
CORNERSTONE ASSOCIATES INC		42	38		1	58	114
CREATIVE GOAL SOLUTIONS LLC		9		1			10
DANVILLE SERVICES OF OREGON LLC		9	7				10
DEPAUL INDUSTRIES		6	17		3	14	31
DESTINATION AUTONOMY					2		2
DIRKSE COUNSELING & CONSULTING INC	52			26	57		111
DUNGARVIN OREGON LLC	1	1			1	15	18
DUNN, MARIEL					1		1
EASTCO DIVERSIFIED SERVICES		22	48		1		56
EDWARDS CENTER INC	1	10	127	4	11	53	133
EXCEED ENTERPRISES INC /FKA CCI ENTERPRISES INC	30	74	109	10	22	64	191
FERNANDEZ SOCIAL SERVICES		1					1
FULL CRCLE				1	2		2
GARTEN SERVICES INC	5	18	158		2	12	170
GOOD 2 GO OREGON				4	34		38
GOODWILL INDUSTRIES OF LANE AND SOUTH COAST	4	89	35				122
GOODWILL INDUSTRIES OF THE COLUMBIA WILLAMETTE	41	110	137	2	3		144
GRACE CENTER FOR ADULT DAY SERVICES		4	2				4
GREENLEAF INDUSTRIES		11	11				12
HENDRICKSON SERVICES LLC				1	18	4	20
HOME LIFE INC	2	16	6		2		16
HORIZON PROJECT INC	1	56	62	1	11		67
HOUSING INDEPENDENCE	4				2		6
HOWARD STABLES INC			6				6
INCLUSIVE DESIGN LLC	1				1		2
INNER POTENTIAL LLC					2		2
INNOVATIVE COMMUNITY EMPLOYMENT SOLUTIONS LLC		1	1				1
INTEGRATED SUPP FOR LIVING INC DBA IS LIVING OHAS	3	49	3		5	2	56
INTEGRITY ENCOMPASSED INC					1		1
KELLY WALLACE	16			2	5		20
LANE COMMUNITY COLLEGE/SPECIALIZED SUPPORT SRVCS	1	53	2	2	14	12	75
LAUNCH FORWARD INC					2		2

LEMA, GWYNETH	34						34
LIFESOURCE GROUP LLC					3		3
LIVING OPPORTUNITIES INC	2	14	6	17	55	44	112
MARIE MILLS CENTER INC	2	55	24		9		70
MARVIN, DAVID					1		1
MAXEY, JOE G	1						1
MCKENZIE PERSONNEL SYSTEMS		15		7	45	17	79
MERRILL, STEPHANIE	3						3
MV ADVANCEMENTS FKA MID VALLEY REHAB	18	12	88	9	44	77	194
NATIONAL MENTOR SERVICES LLC DBA MENTOR OREGON	11	57	96	7	28	59	187
NEW DAY ENTERPRISES		28	24			2	31
ON THE MOVE COMMUNITY INTEGRATION	4	1			2		7
OPPORTUNITIES UNLIMITED LLC	3						3
OPPORTUNITY CONNECTIONS INC		20	22		6		29
OPPORTUNITY FOUNDATION CENTRAL OR	13	204	70	21	22	38	224
OREGON HOMECARE WORKERS BENEFIT TRUST		4		8	103		107
OREGON HOMECARE WORKERS SUPPLEMENTAL TRUST		4		8	103		107
OREGON SUPPORTED LIVING PROG	4	7			4		9
PACIFIC OPPORTUNITIES INC	48			25	28		82
PAMS CLEAN MACHINE		13	8			4	15
PARKER, ANDREW J	2						2
PARTNERSHIPS IN COMMUNITY LIVING INC	9	64	23	8	16	8	79
PATHWAY ENTERPRISES INC	2	2	1	11	17	20	34
PATHWAYS TO INDEPENDENCE INC			1		1		1
PEARL BUCK CENTER INC	16	15	153	8	52		208
PORTLAND HABILITATION		1	24				24
PORTLAND SUPPORTED EMPLOYMENT DBA FULL LIFE	37	63	18	8	20	29	97
REACH INC		60	76		2		87
REALITY KITCHEN NONPROFIT		9					9
RENEW CONSULTING INC		6	3		1	1	7
RISE INC	75	6	2	3	7		88
RIVERSIDE TRAINING CTR INC		10	4		7		16
ROCKWEST TRAINING CO		79	120			4	123
RON WILSON CENTER					1		1
SERP ENTERPRISES INC	7	55	50	1	9	56	94
SHANGRI LA CORP	28	71	78	11	14	2	149
SHELDON, SCOTT	1				1		2
SOUTH COAST HORIZONS		1					1
SOUTH LANE MAINTENANCE						15	15
SOUTHERN OREGON ASPIRE	20	20	78	4	15	54	139
SOUTHERN OREGON GOODWILL	2	42	34	4	12	15	64
SPECTRUM ADVOCACY INC					5		5
SPRUCE VILLA INC	3	44	3		3	4	51
STAR OF HOPE	9	32	39	2	4		50
STEP FORWARD INC	4	37	36	1	3		38
SUCCESS NORTHWEST	10			3	7		15
SUNNY OAKS INC	3	2			1		6
SUNRISE ENTERPRISES OF ROSEBURG INC	1	89	81	3	5		130
SUNSHINE IND UNLIMITED INC	2	37	41			9	57
SUPPORTED EMPLOYMENT SERVICES		30		9	38		66
THE JOB CONNECTION LLC		3					3
TNT FISCAL INTERMEDIARY SERVICES INC	4	4		8	103		111
TRELLIS INC	34			19	29		66
TRENDSITIONS		53	54	7	11		64
TVW AKA TUALATIN VALLEY WORKSHOP	27	53	83	1	8	1	101
UMPQUA HOMES HANDICAPPED					4		4
UNITED CEREBRAL PALSY ASSOC OF OR & SW WA INC	12	4		27	59		76
UPSTART EMPLOYMENT LLC			1				1
VALUE ADDED	2	14		2	1		15
WITCO /WESTERN IDAHO TRAINING CO INC		28	29			2	37
WILLAMETTE VALLEY REHABILITATION CENTER INC	2	18	48		1		52
WITHOUT LIMITS NW LLC					6		6
WORK UNLIMITED INC		30	23		22	27	64
GRAND TOTAL	758	2,299	2,564	340	1,097	883	5,334

Appendix B.

List of Sheltered Providers	Count of Clients In March 2016	Count of Clients In March 2015	One Year Change	One Year % Change
PEARL BUCK CENTER Inc.	132	132	0	0.0%
GARTEN SERVICES Inc.	141	141	0	0.0%
EDWARDS CENTER Inc.	115	120	-5	-4.2%
ROCKWEST TRAINING CO	84	121	-37	-30.6%
EXCEED ENTERPRISES Inc. /FKA CCI ENTERPRISES Inc.	84	89	-5	-5.6%
SOUTHERN OREGON ASPIRE	64	63	1	1.6%
SUNRISE ENTERPRISES OF ROSEBURG Inc.	34	77	-43	-55.8%
SHANGRI LA CORP	68	75	-7	-9.3%
MV ADVANCEMENTS FKA MID VALLEY REHAB	69	71	-2	-2.8%
TVW AKA TUALATIN VALLEY WORKSHOP	74	66	8	12.1%
ALBERTINA KERR CENTERS	55	121	-66	-54.5%
REACH Inc.	51	74	-23	-31.1%
OPPORTUNITY FOUNDATION CENTRAL OR	0	172	-172	-100.0%
ALTERNATIVE SVCS OREGON Inc.	41	52	-11	-21.2%
HORIZON PROJECT Inc.	35	66	-31	-47.0%
NATIONAL MENTOR SERVICES LLC DBA MENTOR OREGON	9	52	-43	-82.7%
EASTCO DIVERSIFIED SERVICES	40	46	-6	-13.0%
WILLAMETTE VALLEY REHABILITATION CENTER Inc.	35	46	-11	-23.9%
ABILITREE	38	49	-11	-22.4%
GOODWILL INDUSTRIES OF LANE AND SOUTH COAST	25	29	-4	-13.8%
STAR OF HOPE	4	32	-28	-87.5%
STEP FORWARD Inc.	29	28	1	3.6%
CORNERSTONE ASSOCIATES Inc.	34	21	13	61.9%
SUNSHINE IND UNLIMITED Inc.	19	37	-18	-48.6%
W I T C O /WESTERN IDAHO TRAINING CO Inc.	26	26	0	0.0%
MARIE MILLS CENTER Inc.	21	17	4	23.5%
PORTLAND HABILITATION	17	20	-3	-15.0%
NEW DAY ENTERPRISES	14	18	-4	-22.2%
COMMUNITY SERVICES Inc.	1	17	-16	-94.1%
PORTLAND SUPPORTED EMPLOYMENT DBA FULL LIFE	7	13	-6	-46.2%
DEPAUL INDUSTRIES	12	10	2	20.0%
CO OPPORTUNITY Inc. FKA CENTER ENTERPRISES Inc.	12	16	-4	-25.0%
WORK UNLIMITED Inc.	6	13	-7	-53.8%
COAST REHAB SERVICES	7	3	4	133.3%
SERP ENTERPRISES Inc.	5	11	-6	-54.5%
Grand Total (Unduplicated Count)	1,405	1,937	-532	-27.5%

Appendix C

Appendix C.1: Vendor Performance through VR

Outcomes by VR Vendor for ODDS Individuals Closed in SFY 2016					
Vendor	Total Closures (Successful and Non-Successful)	Number of Successful Closures*	Success Rate	Average Weekly Hours**	Average Hourly Wage
ABILITIES AT WORK	12	8	66.7%	22	\$ 9.88
ABILITREE	21	16	76.2%	11	\$ 9.76
ABILITY TRAINING SERVICES LLC	1	1	100.0%	10	\$ 9.25
ACKLEY COUNSELING AND EMPLOYMENT SVCS	10	6	60.0%	16	\$ 9.38
ADULT LEARNING SYSTEMS OF OREGON	2	1	50.0%	5	\$ 9.25
ALBERT J LOGAN	1	0	0.0%	-	\$ -
ALBERT P LOGAN	1	0	0.0%	-	\$ -
ALBERTINA KERR CENTERS	10	6	60.0%	16	\$ 10.82
ALLISON J VAN WEY	1	0	0.0%	-	\$ -
ALTERNATIVE SERVICES-OREGON INC	2	2	100.0%	13	\$ 9.50
ALTERNATIVE WORK CONCEPTS INC	1	1	100.0%	7	\$ 18.50
ANDREW J PARKER	7	3	42.9%	10	\$ 9.67
BAY AREA ENTERPRISES INC	2	0	0.0%	-	\$ -
BETHESDA LUTHERAN COMMUNITIES	17	11	64.7%	14	\$ 9.43
BLUESUN INC	3	0	0.0%	-	\$ -
CHARLENE M ALFONSO	2	1	50.0%	10	\$ 9.35
CHARLES EDWARD JESSE	3	0	0.0%	-	\$ -
CHARLES JOEL TAYLOR	7	5	71.4%	10	\$ 9.30
CHRISTOPHER OWEN BALL	1	0	0.0%	-	\$ -
COASTAL CAREERS	3	2	66.7%	10	\$ 10.63
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	13	11	84.6%	15	\$ 9.49
COLUMBIA COMMUNITY MENTAL HEALTH	2	2	100.0%	36	\$ 10.13
COMMUNITY ACCESS SERVICES	5	3	60.0%	13	\$ 9.50
COMMUNITY VISION INC	3	1	33.3%	30	\$ 9.25
CREATING COMMUNITY IMPACT LLC	9	7	77.8%	17	\$ 9.46
DANYA OCHOA	1	0	0.0%	-	\$ -
DARRYL GREGORY	7	7	100.0%	17	\$ 9.36
DEBORAH J LINDEMON	1	1	100.0%	4	\$ 9.25
DESCHUTES COUNTY	1	1	100.0%	12	\$ 10.00
DIRKSE COUNSELING & CONSULTING INC	29	21	72.4%	12	\$ 9.29
DONNA LOWRY	5	3	60.0%	20	\$ 9.53
EASTCO DIVERSIFIED SERVICES INC	2	0	0.0%	-	\$ -
ELLEN J HYDE	1	1	100.0%	10	\$ 10.00
EMPLOYMENT OPTIONS LLC	2	2	100.0%	9	\$ 9.25
EXCEED ENTERPRISES INC	14	11	78.6%	14	\$ 9.37
FULL CIRCLE OUTREACH CENTER INC	1	1	100.0%	25	\$ 9.25
GARTEN SERVICES INC	1	0	0.0%	-	\$ -
GENESIS HUMAN RESOURCES	10	9	90.0%	11	\$ 9.28
GOOD-2-GO OREGON	23	16	69.6%	17	\$ 10.22
GOODWILL INDUSTRIES EMPLOYMENT SERVICES	2	1	50.0%	32	\$ 9.25
GOODWILL INDUSTRIES OF LANE COUNTY	11	10	90.9%	18	\$ 9.55
GOODWILL INDUSTRIES OF THE COLUMBIA WILLAMETTE	2	1	50.0%	15	\$ 9.25
HENDRICKSON SERVICES LLC	7	6	85.7%	11	\$ 9.33
HORIZON PROJECT INC	5	3	60.0%	14	\$ 9.25
INTEGRATED SUPPORTS FOR LIVING	1	1	100.0%	20	\$ 10.00

JANIE RADINOVICH-BROSE	3	3	100.0%	13	\$ 9.25
JILL DUNCAN	3	2	66.7%	14	\$ 9.35
JOB CONSULTANTS NETWORK INC	6	4	66.7%	22	\$ 9.44
JOE MAXEY	8	6	75.0%	20	\$ 9.35
JULIA ORR	2	0	0.0%	-	\$ -
KARLEEN BURGETT	1	1	100.0%	17	\$ 9.25
KATHRYN COWSERT	4	0	0.0%	-	\$ -
KELLY WALLACE	6	1	16.7%	12	\$ 9.35
KEY CONSULTING LLC	1	1	100.0%	6	\$ 9.25
KRISTIN SCHULTZ	1	0	0.0%	-	\$ -
KURT GEIST	1	1	100.0%	20	\$ 10.00
LCC SPECIALIZED SUPPORT SERVICES	8	8	100.0%	18	\$ 9.83
LESLIE A HAYASE	4	3	75.0%	19	\$ 9.37
LETS GET TO WORK INC	1	1	100.0%	20	\$ 9.35
LIVING OPPORTUNITIES INC	19	13	68.4%	13	\$ 9.42
MACRIEB CONSULTANTS	1	1	100.0%	4	\$ 10.13
MAHLI CARON	2	2	100.0%	9	\$ 9.25
MARIE MILLS CENTER INC	5	5	100.0%	11	\$ 9.35
MCCAULEY POTTER FAIN ASSOCIATES INC	4	4	100.0%	15	\$ 9.78
MCKENZIE PERSONNEL SYSTEMS	8	7	87.5%	22	\$ 9.41
MENTOR OREGON	21	17	81.0%	12	\$ 10.43
MICHELE COBARRUBIAS	1	0	0.0%	-	\$ -
MICHELLE FLICK	1	1	100.0%	15	\$ 11.22
MID-COLUMBIA CENTER FOR LIVING	2	1	50.0%	5	\$ 9.25
MID-VALLEY ADVANCEMENTS	25	20	80.0%	19	\$ 9.86
MLM CAREER COUNSELING	1	0	0.0%	-	\$ -
MOUNTAIN CREST COUNSELING	1	1	100.0%	40	\$ 11.00
NORTHWEST FAMILY SERVICES	1	1	100.0%	12	\$ 9.25
OPPORTUNITY CONNECTIONS	2	1	50.0%	9	\$ 9.25
OPPORTUNITY FOUNDATION OF CENTRAL OREGON	11	8	72.7%	12	\$ 9.56
OREGON SUPPORTED LIVING PROGRAM	3	2	66.7%	5	\$ 9.25
PACIFIC OPPORTUNITIES INC	37	22	59.5%	19	\$ 9.45
PARTNERSHIPS IN COMMUNITY LIVING INC	10	7	70.0%	16	\$ 9.39
PEARL BUCK CENTER INC	22	17	77.3%	13	\$ 9.35
PORTLAND SUPPORTED EMPLOYMENT INC	15	9	60.0%	19	\$ 9.40
RAISA FUDIM	1	1	100.0%	20	\$ 10.00
REACH INC	6	2	33.3%	16	\$ 9.75
RISE INCORPORATED	44	21	47.7%	18	\$ 9.66
RIVERSIDE TRAINING CENTERS INC	1	0	0.0%	-	\$ -
SALENA HARLOW	2	1	50.0%	40	\$ 12.00
SARALYN SUE JOHNSON	1	0	0.0%	-	\$ -
SEQUOIA MENTAL HEALTH SERVICES INC	1	0	0.0%	-	\$ -
SERP ENTERPRISES INC	2	1	50.0%	20	\$ 12.25
SHANGRI-LA CORPORATION	10	8	80.0%	24	\$ 9.83
SOURCE FOR WORK	4	2	50.0%	12	\$ 9.25
SOUTHERN OREGON GOODWILL INDUSTRIES EMPLOYMENT S	4	2	50.0%	11	\$ 9.25
SPRUCE VILLA INC	1	0	0.0%	-	\$ -
STACIA ELISABETH BAKER	7	6	85.7%	19	\$ 9.64
STAR OF HOPE ACTIVITY CENTER INC	1	0	0.0%	-	\$ -
STEP FORWARD ACTIVITIES INC	1	0	0.0%	-	\$ -
STEPHANIE A BASON	1	0	0.0%	-	\$ -

STEPHEN B BASON	1	0	0.0%	-	\$ -
SUNRISE ENTERPRISES OF ROSEBURG	4	2	50.0%	5	\$ 9.25
SUNSHINE IND UNLIMITED	1	0	0.0%	-	\$ -
SUPPORTED EMPLOYMENT SERVICES INC	20	16	80.0%	18	\$ 9.60
THE ARC OF LANE COUNTY	5	1	20.0%	8	\$ 9.50
THOMAS G SUIING	2	1	50.0%	25	\$ 9.25
TRELLIS LLC	30	20	66.7%	15	\$ 9.44
TRENDSITIONS INC	10	4	40.0%	13	\$ 9.43
TVW INC	8	4	50.0%	31	\$ 9.38
UNITED CEREBRAL PALSY OF OREGON & SW WASHINGTON	31	26	83.9%	12	\$ 9.91
WEBER EMPLOYMENT	3	2	66.7%	30	\$ 9.88
WESTERN IDAHO TRAINING COMPANY	4	2	50.0%	13	\$ 9.25
WORK UNLIMITED	1	1	100.0%	20	\$ 9.25
YAMHILL COUNTY HEALTH & HUMAN SERVICES DEPT	1	0	0.0%	-	\$ -
Total	714	475	66.5%	16	\$ 9.64

* A successful outcome at VR is an employment outcome that is maintained for at least 90 days.

**Average hours worked by ODDS individuals placed by vendor.

Appendix C.2: Vendor Performance through VR for Transition Youth

Outcomes by VR Vendor for Transition Youths Closed in SFY 2016					
Vendor	Total Closures (Successful and Non-Successful)	Number of Successful Closures*	Success Rate	Average Weekly Hours**	Average Hourly Wage
ABILITIES AT WORK	9	4	44.4%	24	\$ 10.13
ABILITREE	5	1	20.0%	2	\$ 10.00
ABILITY TRAINING SERVICES LLC	2	1	50.0%	10	\$ 9.25
ACKLEY COUNSELING AND EMPLOYMENT SVCS	7	5	71.4%	17	\$ 9.40
ADULT LEARNING SYSTEMS OF OREGON	1	1	100.0%	5	\$ 9.25
ALBERTINA KERR CENTERS	4	2	50.0%	22	\$ 12.97
ALTERNATIVE SERVICES-OREGON INC	1	1	100.0%	12	\$ 9.25
ANDREW J PARKER	1	1	100.0%	15	\$ 9.25
BAY AREA ENTERPRISES INC	1	0	0.0%	-	\$ -
BETHESDA LUTHERAN COMMUNITIES	9	8	88.9%	14	\$ 9.45
BLUESUN INC	4	0	0.0%	-	\$ -
CHARLES EDWARD JESSE	2	0	0.0%	-	\$ -
CHARLES JOEL TAYLOR	5	3	60.0%	10	\$ 9.33
COASTAL CAREERS	1	1	100.0%	10	\$ 9.25
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	4	3	75.0%	21	\$ 9.25
COMMUNITY ACCESS SERVICES	4	2	50.0%	9	\$ 9.50
COMMUNITY VISION INC	1	1	100.0%	30	\$ 9.25
CREATING COMMUNITY IMPACT LLC	5	3	60.0%	13	\$ 9.25
DANYA OCHOA	1	0	0.0%	-	\$ -
DARRYL GREGORY	3	3	100.0%	10	\$ 9.25
DEBORAH J LINDEMON	1	1	100.0%	4	\$ 9.25
DIRKSE COUNSELING & CONSULTING INC	20	16	80.0%	11	\$ 9.33
DONNA LOWRY	3	2	66.7%	23	\$ 9.25
EASTCO DIVERSIFIED SERVICES INC	1	0	0.0%	-	\$ -
EMPLOYMENT OPTIONS LLC	3	2	66.7%	9	\$ 9.25
EXCEED ENTERPRISES INC	8	4	50.0%	14	\$ 9.31
FULL CIRCLE OUTREACH CENTER INC	1	1	100.0%	25	\$ 9.25
GARTEN SERVICES INC	2	0	0.0%	-	\$ -
GENESIS HUMAN RESOURCES	7	4	57.1%	10	\$ 9.26
GOOD-2-GO OREGON	15	10	66.7%	18	\$ 9.48
GOODWILL INDUSTRIES OF LANE COUNTY	8	7	87.5%	15	\$ 9.50
HENDRICKSON SERVICES LLC	4	3	75.0%	8	\$ 9.25
JILL DUNCAN	5	2	40.0%	14	\$ 9.35
JOB CONSULTANTS NETWORK INC	1	1	100.0%	20	\$ 9.50
JOE MAXEY	1	0	0.0%	-	\$ -
JULIA ORR	2	0	0.0%	-	\$ -
KARLEEN BURGETT	1	1	100.0%	17	\$ 9.25
KATHRYN COWSERT	1	0	0.0%	-	\$ -
KELLY WALLACE	4	0	0.0%	-	\$ -
KEY CONSULTING LLC	2	0	0.0%	-	\$ -
LCC SPECIALIZED SUPPORT SERVICES	3	3	100.0%	16	\$ 9.67
LESLIE A HAYASE	2	1	50.0%	25	\$ 9.25
LETS GET TO WORK INC	1	1	100.0%	20	\$ 9.35
LIVING OPPORTUNITIES INC	9	8	88.9%	12	\$ 9.41
MACRIEB CONSULTANTS	1	1	100.0%	4	\$ 10.13
MAHLI CARON	2	2	100.0%	9	\$ 9.25
MARIE MILLS CENTER INC	2	2	100.0%	9	\$ 9.63

MCCAULEY POTTER FAIN ASSOCIATES INC	2	2	100.0%	20	\$ 10.25
MCKENZIE PERSONNEL SYSTEMS	5	2	40.0%	16	\$ 9.32
MENTOR OREGON	7	6	85.7%	11	\$ 11.79
MICHELE COBARRUBIAS	1	0	0.0%	-	\$ -
MICHELLE FLICK	1	1	100.0%	15	\$ 11.22
MID-COLUMBIA CENTER FOR LIVING	1	1	100.0%	5	\$ 9.25
MID-VALLEY ADVANCEMENTS	8	5	62.5%	13	\$ 9.25
MOUNTAIN CREST COUNSELING	1	1	100.0%	40	\$ 11.00
OPPORTUNITY CONNECTIONS	1	0	0.0%	-	\$ -
PACIFIC OPPORTUNITIES INC	18	10	55.6%	21	\$ 9.41
PARTNERSHIPS IN COMMUNITY LIVING INC	1	1	100.0%	40	\$ 9.50
PEARL BUCK CENTER INC	12	8	66.7%	13	\$ 9.40
PORTLAND SUPPORTED EMPLOYMENT INC	6	4	66.7%	19	\$ 9.34
REACH INC	1	1	100.0%	12	\$ 9.50
RISE INCORPORATED	18	13	72.2%	18	\$ 9.60
SALENA HARLOW	1	1	100.0%	40	\$ 12.00
SARALYN SUE JOHNSON	1	0	0.0%	-	\$ -
SEQUOIA MENTAL HEALTH SERVICES INC	1	0	0.0%	-	\$ -
SHANGRI-LA CORPORATION	7	4	57.1%	20	\$ 9.40
SOURCE FOR WORK	2	1	50.0%	8	\$ 9.25
SOUTHERN OREGON GOODWILL INDUSTRIES EMPLOYMENT SERV	2	0	0.0%	-	\$ -
STACIA ELISABETH BAKER	2	1	50.0%	15	\$ 9.35
STEPHANIE A BASON	1	0	0.0%	-	\$ -
SUNRISE ENTERPRISES OF ROSEBURG	2	1	50.0%	23	\$ 18.75
SUPPORTED EMPLOYMENT SERVICES INC	9	8	88.9%	23	\$ 9.66
THE ARC OF LANE COUNTY	2	0	0.0%	-	\$ -
THOMAS G SUING	1	1	100.0%	25	\$ 9.25
TRELLIS LLC	16	12	75.0%	15	\$ 9.38
TRENDSITIONS INC	6	2	33.3%	13	\$ 9.50
TVW INC	2	1	50.0%	55	\$ 9.75
UNITED CEREBRAL PALSY OF OREGON & SW WASHINGTON	18	14	77.8%	12	\$ 10.38
WEBER EMPLOYMENT	1	1	100.0%	20	\$ 9.75
WEST COAST INC	2	2	100.0%	10	\$ 10.00
WESTERN IDAHO TRAINING COMPANY	1	0	0.0%	-	\$ -
Total	340	216	63.5%	18	\$ 9.66

Appendix C.3: Vendor Performance through VR for Sheltered Workers

Outcomes by VR Vendor for ODDS Sheltered Class Members Who Closed in SFY 2016					
Vendor	Total Closures (Successful and Non-Successful)	Number of Successful Closures*	Success Rate	Average Weekly Hours**	Average Hourly Wage
ABILITREE	15	10	66.7%	10	\$ 9.34
ALBERT P LOGAN	1	0	0.0%	-	\$ -
ALBERTINA KERR CENTERS	6	4	66.7%	13	\$ 9.75
ALLISON J VAN WEY	1	0	0.0%	-	\$ -
ALTERNATIVE SERVICES-OREGON INC	1	1	100.0%	15	\$ 9.75
ANDREW J PARKER	2	1	50.0%	5	\$ 9.25
BETHESDA LUTHERAN COMMUNITIES	1	1	100.0%	24	\$ 9.60
CHARLENE M ALFONSO	1	0	0.0%	-	\$ -
COLLABORATIVE EMPLOYMENT INNOVATIONS LLC	1	1	100.0%	15	\$ 11.35
COMMUNITY ACCESS SERVICES	1	0	0.0%	-	\$ -
CREATING COMMUNITY IMPACT LLC	1	1	100.0%	28	\$ 10.71
DARRYL GREGORY	1	1	100.0%	32	\$ 10.00
DIRKSE COUNSELING & CONSULTING INC	3	2	66.7%	14	\$ 9.25
EXCEED ENTERPRISES INC	4	4	100.0%	14	\$ 9.34
GOOD-2-GO OREGON	6	4	66.7%	11	\$ 11.42
GOODWILL INDUSTRIES EMPLOYMENT SERVICES	7	2	28.6%	22	\$ 9.30
GOODWILL INDUSTRIES OF THE COLUMBIA	1	0	0.0%	-	\$ -
GOODWILL INDUSTRIES OF THE COLUMBIA WILLAMETTE	4	1	25.0%	15	\$ 9.25
HORIZON PROJECT INC	4	1	25.0%	9	\$ 9.25
JANIE RADINOVICH-BROSE	1	1	100.0%	6	\$ 9.25
JILL DUNCAN	1	0	0.0%	-	\$ -
JOB CONSULTANTS NETWORK INC	3	2	66.7%	22	\$ 9.50
JOE MAXEY	2	2	100.0%	29	\$ 9.25
KEY CONSULTING LLC	1	0	0.0%	-	\$ -
LCC SPECIALIZED SUPPORT SERVICES	1	1	100.0%	20	\$ 9.25
LIVING OPPORTUNITIES INC	2	1	50.0%	12	\$ 10.00
MARIE MILLS CENTER INC	1	1	100.0%	8	\$ 9.25
MCCAULEY POTTER FAIN ASSOCIATES INC	1	0	0.0%	-	\$ -
MENTOR OREGON	9	7	77.8%	11	\$ 9.68
MICHELLE FLICK	1	0	0.0%	-	\$ -
MID-VALLEY ADVANCEMENTS	10	7	70.0%	19	\$ 9.61
OPPORTUNITY CONNECTIONS	1	1	100.0%	9	\$ 9.25
OPPORTUNITY FOUNDATION OF CENTRAL OREGON	12	8	66.7%	12	\$ 9.56
PARTNERSHIPS IN COMMUNITY LIVING INC	7	4	57.1%	5	\$ 9.44
PEARL BUCK CENTER INC	5	5	100.0%	14	\$ 9.50
PORTLAND SUPPORTED EMPLOYMENT INC	6	4	66.7%	18	\$ 9.46
RAISA FUDIM	1	1	100.0%	20	\$ 10.00
REACH INC	5	1	20.0%	20	\$ 10.00
RISE INCORPORATED	3	2	66.7%	14	\$ 10.20
SERP ENTERPRISES INC	2	1	50.0%	20	\$ 12.25
SHANGRI-LA CORPORATION	1	0	0.0%	-	\$ -
SOUTHERN OREGON GOODWILL INDUSTRIES EMPLOYMENT SERV	3	1	33.3%	16	\$ 9.25
STACIA ELISABETH BAKER	1	1	100.0%	20	\$ 10.50
STAR OF HOPE ACTIVITY CENTER INC	1	0	0.0%	-	\$ -
STEP FORWARD ACTIVITIES INC	1	0	0.0%	-	\$ -
SUNRISE ENTERPRISES OF ROSEBURG	2	2	100.0%	5	\$ 9.25
SUNSHINE IND UNLIMITED	1	0	0.0%	-	\$ -
SUPPORTED EMPLOYMENT SERVICES INC	5	3	60.0%	18	\$ 9.67
SUSAN E MUNOZ	1	0	0.0%	-	\$ -
THOMAS G SUING	1	0	0.0%	-	\$ -
TRELLIS LLC	3	1	33.3%	5	\$ 9.25
TRENDSITIONS INC	7	2	28.6%	13	\$ 9.35
TVW INC	8	4	50.0%	20	\$ 9.25
UNITED CEREBRAL PALSY OF OREGON & SW WASHINGTON	5	4	80.0%	8	\$ 9.25
WEBER EMPLOYMENT	1	0	0.0%	-	\$ -
WESTERN IDAHO TRAINING COMPANY	2	2	100.0%	13	\$ 9.25
Total	179	103	57.5%	14	\$ 9.62

Appendix D

Page Citations to Data Related to Lane Settlement Agreement

Lane Settlement Agreement Sections	Data Type	Page Cited in this Report
XIII(a)(1)	Number of individuals receiving Supported Employment Services in an integrated setting, by Target Population;	Page 17, Appendix A.1
XIII(a)(2)	Number of individuals achieving Competitive Integrated Employment, by Target Population;	Page 17, Appendix A.1
XIII(a)(3)	Number of individuals achieving Individual Supported Employment, by Target Population;	Page 17 Appendix A.1
XIII(a)(4), <i>see also</i> V(A)(1)	Number of new individuals who received Supported Employment Services in an integrated setting in the current State fiscal year, by Target Population;	Page 14 and Page 19, Appendix A.9-A.11
XIII(a)(5), <i>see also</i> V(B)(2) (Metric 11), VI(3)	Number of new individuals who achieved Competitive Integrated Employment in the current State fiscal year, by Target Population;	Page 19, Appendix A.7 and A.8
XIII(a)(6), <i>see also</i> V(B)(2)	Number of new individuals receiving Individual Supported Employment, by Target Population;	Page 14 and Page 19, Appendix A.9-A.11
XIII(a)(7), <i>see also</i> V(B)(1), (Metric 9)	Number of individuals working in the following settings: Competitive Integrated Employment, Individual Supported Employment, Self-Employment, Sheltered Workshop, and Small Group Employment, by Target Population;	Pages 8-9, Page 17, Appendix A.1
XIII(a)(8), <i>see also</i> VII(2) (percentage exceeding 20 hours per week)	Number of hours worked per week, and hourly wages paid to those individuals, including the percentage of individuals with I/DD who receive Supported Employment Services under this Agreement and who are working in an Integrated Employment Setting at least 20 hours per week, by Target Population;	Pages 10-11

XIII(a)(9), V(B)(2)	Length of time each individual works in Competitive Integrated Employment and in other Supported Employment, by Target Population;	Pages 10-11
XIII(a)(10)	Performance of employment professionals, providers, and job developers with respect to the number of hours worked in all new job placements, by Target Population;	Pages 23-28, Appendices C.1-C.3
XIII(a)(11), IV(3), VI(5)	Number and percentage of persons served under Section IV(3) of the Executive Order who are transition-age individuals, and the number of individuals in the Transition-Age Target Population served under Section VI(5) of the Settlement Agreement, by Target Population .	Pages 14 & 15; and Page 19, Appendix A.9 and A.10
XIII(b)(1)	The number of supported employment providers and the number of clients served by each provider;	Pages 18 & 19, Appendix A.11 and Pages 23-28 Appendices C.1-C.3
XIII(b)(2)	The number of providers providing employment services, including job coaches, job developers, employment specialists and benefits counselors;	Pages 18 & 19, Appendices A.1; Pages 23-28 Appendices C.1-C.3; Page 12
XIII(b)(3)	The number of vocational rehabilitation counselors who assess and assist persons with I/DD for supported employment services;	Page 12
V(B)(1) (Metric 10)	Hours worked in sheltered workshops.	Pages 13 & 14
V(B)(1), (2) (Metric 11)	Number receiving sheltered workshop services who obtain Competitive Integrated Employment	Page 14